

Sacramento City Teachers Association (SCTA)  
Proposal to the Sacramento City Unified School District (SCUSD) to Address the Staffing Crisis

November 30, 2021

Every Sac City student deserves to have a regularly assigned, fully credential teacher who reflects the diversity of the District. Students also deserve to receive services from a full complement of professional support staff.

To address the staffing crisis in SCUSD, SCTA proposes four interrelated responses:

1. An overall solution to recruiting and retaining staff presently and for the sustainable future;
  - a. The District will drop the takeaways and work with SCTA to make SCUSD a Destination District for students and staff;
  - b. An across-the-board wage increase and increased pay for harder to recruit positions: (SCTA contract extension proposal);
  - c. No layoffs for 2021-22;
  - d. Lower class sizes and more services for students (SCTA Proposal on Article 17, Class Size);
  - f. MTSS appropriately implemented and resourced (SCTA Proposal on Whole Child and Restorative Practices)
  - g. Creation of a Recruitment & Retention Committee
  - h. Jointly develop proposal for State Community Schools Funding Grant in two phases, Planning Grant Application, Spring 2022; Implementation Grant Application, Spring 2023)
2. Providing a safe and healthy work environment during the pandemic (Revised November 30, 2021 SCTA Health & Safety Proposal; SCTA Proposal on School Nurses)
3. Addressing the immediate shortage of substitute teachers and additional work (Revised November 30, 2021 Proposal on Substitutes and Extra Work)
4. Addressing the immediate crisis in staffing Independent Study (Incorporated into Revised November 30, 2021 SCTA Health & Safety Proposal).